

# Fairfax County



Part of the Partnership for a Healthier Fairfax

## Orientation Guide

September 2018

[www.bit.ly/fairfaxTICN](http://www.bit.ly/fairfaxTICN)

**Welcome to the Fairfax County Trauma-Informed Community Network! This guide was developed in spring 2018 to ensure that all new network members (we are always growing!) have same basic network history and context. We look forward to working with you!**

## **Trauma Defined:**

3 E's: Event, Experience, Effects

Trauma refers to experiences that cause intense physical and psychological stress reactions. It can refer to a single event, multiple events, or a set of circumstances that is experienced by an individual as physically and emotionally harmful or threatening and that has lasting adverse effects on the individual's physical, social, emotional, or spiritual well-being.

***SAMHSA 2014***

## **What does it mean to be trauma-informed?**

4 R's: Realize, Recognize, Respond, And Resist Re-traumatizing

A program, organization, or system that is trauma-informed:

Realizes the widespread impact of trauma and understands potential paths for recovery;

Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system;

Responds by fully integrating knowledge about trauma into policies, procedures, and practices; and

Seeks to actively resist re-traumatization

**A trauma-informed approach can be implemented in any type of service setting or organization.**

***SAMHSA 2014***

## What is a Trauma-Informed Community Network?

**Who:** Professionals & community members interested in getting involved in a multi-disciplinary, multi-agency effort to implement and support Trauma-Informed Care initiatives across the Health, Human Services and Education Systems:

- ◆ County Government Staff
- ◆ School System Staff
- ◆ Professionals from Higher Education
- ◆ Non-Profit Partners
- ◆ Private Service Providers
- ◆ Community Members

Trauma Awareness and implementation of the principles of Trauma-Informed Care do not belong to any one agency or discipline. Networks across the Commonwealth of Virginia are facilitating:

- ◆ Opportunities for cross agency workforce development
- ◆ The adoption of core competencies for the child/youth serving workforce
- ◆ A comprehensive Systems of Care approach/response to trauma
- ◆ The development of a shared language across Human Services Agencies and their partners as it relates to trauma, its impact, and creating a culture of trauma-informed care

**Network goals include:**

- ◆ Creating a mechanism for information sharing, collaboration, and the sharing of resources
- ◆ Telling the story of Trauma-Informed efforts across our community, increasing awareness, and identifying areas that the group can collectively build upon
- ◆ Increasing the capacity of county government, FCPS, and their partners to implement the principles of Trauma-Informed Care and to build resiliency in the individuals, families and communities that they serve

## History of the Fairfax TICN

In 2013 the Partnership for a Healthier Fairfax (PFHF) - a coalition of community members and organizations that are working together to strengthen the public health system and improve community health, conducted a Community Health Needs Assessment and published a Community Health Improvement Plan (CHIP). The CHIP included goals and strategies related to promoting wellness and destigmatizing mental health. One of the teams that was formed to work on the goals of the CHIP was the Promoting Mental Health team. That group meets regularly to share resources related to mental health promotion across the county. A sub-group of that team (originally called the “trauma workgroup”) came together in late 2014 with the task of developing a basic trauma awareness training for non-clinicians working with children and youth. That

training was developed by the multi-disciplinary workgroup, who then moved on to explore the creation of a larger interagency team to help promote the training and other trauma related initiatives across the county.

Around that same time in the greater Richmond area (City of Richmond, Henrico County, Chesterfield County) there was a growing network of professionals interested in trauma-informed care that was meeting regularly, and calling themselves a “Trauma-Informed Community Network.” Members of the Fairfax workgroup consulted with the folks from Richmond, and became the first jurisdiction to borrow the model and structure.

The Fairfax TICN held its first meeting in May 2015, and is currently one of eleven TICN’s in development across the Commonwealth of Virginia. The TICN membership roster consists of over 100 people, who represent over 40 different organizations. Some of the agencies represented include:

**Department of Neighborhood & Community Services**  
**Department of Family Services**  
**Fairfax-Falls Church Community Services Board**  
**Office for Women & Domestic and Sexual Violence Services**  
**Court Appointed Special Advocates**  
**Healthy Minds Fairfax**  
**Juvenile & Domestic Relations District Court**  
**Health Department**  
**Fairfax County Public Schools**  
**George Mason University School of Social Work**  
**The Gil Institute for Trauma & Recovery**  
**Dominion Hospital**  
**Community Health Care Network**  
**Northern Virginia Legal Services**  
**Northern Virginia Family Service**  
**Fairfax County Council of PTA’s**  
**Autumnleaf Group**  
**Cornerstones**  
**United Community Ministries**  
**Formed Families Forward**  
**Tahirih Justice Center**  
**Shelter House**  
**Department of Housing & Community Development**  
**Virginia Family Preservation Services**  
**SCAN of Northern Virginia**  
**Voices for Virginia’s Children**  
**SafeSpot Children’s Advocacy Center**  
**Domestic Violence Action Center**  
**Family Pass Fairfax**

The Fairfax TICN meets on the first Tuesday of every other month (February, April, June, August, October, and December) from 10:00-12:00 at the Fairfax County Government Center. All meetings are open for anyone to attend, though we do use Eventbrite registration so we know generally how many people to expect at each meeting. There is a monthly e-mail message that goes out to the entire membership roster, along with occasional e-mail messages to highlight time-sensitive training or advocacy opportunities.

Much of the work is done outside of network meetings in time-limited, as-needed sub-committees, and over e-mail/phone, as well as in existing related meetings across the county. The network has many active members who may not attend network meetings, but participate in a variety of other ways, and benefit from the ongoing communication facilitated by the TICN.

## How is the Trauma-Informed Community Network funded?

### Partners in Prevention Fund

Fairfax County Government's health and human services agencies established the Partners in Prevention Fund (PIPF) in 2006 as a collaborative prevention initiative. The PIPF is managed by the Department of Neighborhood and Community Services (NCS) Prevention Unit, under the guidance of the deputy county executive and an advisory team comprised of representatives from the various health and human services agencies. PIPF funds are established each year through the County's budget Carryover process, when a portion of each health and human services agency's unspent year-end funds are allocated to the PIPF by the Board of Supervisors.

The County has undertaken a multi-disciplinary effort to improve the lives of children, youth, and their families through a comprehensive system of prevention – a collaborative and integrated approach to achieve common goals. Research has shown that a prevention-oriented approach can have a positive impact on the quality of life of citizens by reducing criminal activity, drug/alcohol abuse, teen pregnancy, childhood obesity, school dropout rates, bullying, suicides, and other poor outcomes.

The following have been identified as shared outcomes for children and youth in Fairfax County. We aim to achieve these outcomes for all children and youth in Fairfax County. We also aim to ensure that disparities – whether based on race, ethnicity, socio-economic status, geography, disability, or any other circumstance – are identified and eliminated.

- Children get a healthy start in life.
- Children enter kindergarten ready to succeed.
- Children and youth succeed academically.
- Children and youth are healthy.

- Children and youth are physically healthy.
- Children and youth are socially, emotionally, and behaviorally healthy and resilient.
- Children and youth are safe and free from violence and injury.
- Youth earn a post-secondary degree or career credential.
- Youth enter the workforce ready to succeed.
- Youth contribute to the betterment of the community.

See: <https://www.fairfaxcounty.gov/health-humanservices/scypt/overview-and-approach> for more information.

Thus, the PIPF was designed to leverage existing county and community resources in order to help achieve these outcomes. The PIPF funds a variety of initiatives within Fairfax County government, including pilot programs, staff trainings, and community-wide professional networks like the TICN.

## What drives the work?

- ◆ Individual agency and private/non-profit organization strategic plans
- ◆ Virginia State-Wide TICN Network Collaboration
- ◆ Healthy Minds Fairfax Blueprint: [Fairfax-Falls Church Children's Behavioral Health System of Care Blueprint for 2016-2019](#)

### **Goal 11: Trauma-Informed Care Community**

- Build clinical capacity for the provision of trauma-specific, evidence-based interventions in our public and private provider communities
  - Continue to build capacity for non-clinical staff to implement trauma-informed practices in their settings
  - Increase public awareness of the prevalence and impact of trauma
  - Develop shared screening and referral processes for individuals impacted by trauma
  - Integrate the concepts of trauma-informed care into organizational culture
- ◆ ONE Fairfax- the county's racial and social equity policy. Building a trauma-informed county requires an intentional focus on the historical and systemic traumas experienced by members of our community. To move trauma awareness and resilience forward in our community, we must also consider equity. <https://www.fairfaxcounty.gov/topics/one-fairfax>  
<https://www.fcps.edu/onefairfax>

## What resources does the TICN offer?

### **Free Training:**

#### **1. Basic Trauma Awareness (Trauma 101)**

90 minute training provided upon request to groups of 8 or more at the location of their choosing. There are currently 2 webinar versions of this training available on the TICN website. One for the non-clinical child/youth serving workforce, and one for the housing assistance workforce.

#### **2. The Trauma-Informed Supervisor**

Full-day training offered at least twice per year at the Fairfax County Government Center. Offered to groups of 40 or more upon request at the location of their choosing.

#### **3. The Cost of Caring**

Full-day training offered at least quarterly at the Fairfax County Government Center. Offered to groups of 40 or more upon request at the location of their choosing.

### **Printed Materials:**

ACE's Infographics, Posters, Fact Sheets & other educational and awareness building resources.

#### [A Guide to Educating Children, Youth & Families about Trauma and Resilience](#)

Requests for materials can be made on the TICN website, where many of the materials can also be downloaded for printing: <http://bit.ly/fairfaxTICN>

### **Trauma-Informed Spaces Facility Review Checklist:**

The checklist can be downloaded from the TICN website and used across service delivery sites. The TICN can provide technical assistance, to include the establishment of a cross-disciplinary team to complete the checklist on-site, and to discuss recommendations that come out of the process.

#### [Trauma-Informed Spaces](#)

#### [Facility Review Checklist](#)

### **Film Screenings:**

The TICN has a license to screen the documentary Resilience: The Biology of Stress & the Science of Hope. Requests to use the DVD or to obtain streaming instructions (for county government employees) can be made on the TICN website. The TICN can also assist with facilitating discussion following the film, and with pulling together expert panels to enhance post-screening reflection and discussion.

### **Technical Assistance:**

TICN members come from a variety of agencies and organizations, and are involved in system level work across the county. As agencies look to incorporate trauma-informed practices, policies and procedures into their strategic plans, etc. the TICN is available for consultation and collaboration.

## **What has the TICN done in Fairfax so far?**

### **Trauma Resolution**

In November 2017, Fairfax became the first county in Virginia to recognize the importance of trauma awareness in service delivery in health, human services and education. Our Board of Supervisors passed a resolution declaring Fairfax a “Trauma-Informed County.”

WHEREAS, health and social science research reveals that experiences in the first few years of life can impact the biology of the human brain and body, influencing the person’s physical and mental health over his or her lifetime; and

WHEREAS, chronic stress in early childhood caused by conditions such as extreme poverty; or “trauma” such as abuse, neglect, parental mental illness or substance abuse, and violence can be toxic to a child's developing brain; and

WHEREAS, the Adverse Childhood Experience Study and local studies have found a strong correlation between the number of adverse childhood experiences and a person’s risk for disease and negative health behaviors. For example, a person with four or more adverse childhood experiences was 2.2 times more likely to have heart disease, 84% of Fairfax County Juvenile Probation clients in 2015 reported having experienced at least one traumatic event, and Fairfax County youth who have experienced intimate partner violence were up to 4 times as likely to have attempted suicide as those who hadn’t; and



WHEREAS, supportive, stable relationships between children and their families, caregivers, and other important people in their lives can help buffer them from the effects of toxic stress and trauma; and

WHEREAS, early intervention and prevention of toxic stress and trauma through educational, juvenile justice, criminal justice, health and mental health, and other youth-serving systems can support health and well-being; and

WHEREAS, the Fairfax County Trauma-Informed Community Network is helping prioritize these approaches and is encouraging the adoption of trauma-informed practices, as it is more effective and less costly to positively influence the architecture of a developing brain than to address poor learning, health, and behaviors later in life; and

WHEREAS, through the Children's Behavioral Health System of Care Blueprint, the county's health and human services system and its partners have committed to enhancing the community's ability to effectively identify and respond to children and families who have been exposed to trauma by implementing trauma-informed practices; therefore be it

Resolved, that Fairfax County will continue to work to take into account the principles of early childhood brain development and will, whenever possible, consider the concepts of toxic stress, early adversity, and buffering relationships, and note the role of early intervention and prevention as strategies to achieve a lasting foundation for county residents who can benefit from the adoption of trauma-informed practices and service delivery models.

**2016 PIPF Annual Report (includes a summary of TICN accomplishments)**

**[2016 Report](#)**

**2017 PIPF Annual Report (includes a summary of TICN accomplishments)**

**[2017 Report](#)**

## How many people has the TICN reached?

### **Basic Trauma Awareness Training**

**2015-** 291

**2016-** 1,121

**2017-** 2,014

### **The Trauma-Informed Supervisor Training**

**2015-** 60

**2016-** 114

**2017-** 115

### **Secondary-Traumatic-Stress/Self Care Training**

**2016-** 175

**2017-** 225 (The Cost of Caring)

### **Trauma-Informed Spaces Facility Review**

**2016-** 8 sites reviewed

**2017-** 9 sites reviewed

### **Film Screenings**

**2015-** 150 (Paper Tigers)

**2016-** 250 (Resilience)

**2017-** 1,596 (Resilience)

Additionally, our printed materials (Trauma Fact Sheet, Psycho-Education Guide, etc.) have been shared widely across the county.

## What can you do as a member?

Attend network meetings to learn about trauma-informed initiatives across the county

Attend network meetings to share what is going on in your agency or organization related to trauma-informed care implementation

Attend network meetings to meet like-minded professionals and neighbors, and to identify resources to bring back to your agency or community

Develop a strategy to communicate within your own agency or organization about trauma-informed initiatives in the county

Bring printed materials to your agency, neighborhood (community centers, etc.), conferences and other settings where it makes sense to spread the word about trauma & resilience

Attend TICN trainings, and promote them to your colleagues

Help set-up Basic Trauma Awareness trainings and *Resilience* screenings for audiences within your sphere of influence

Serve on teams to help network members review their own spaces, and bring in a TICN team to review your space using the Facility Review Checklist Tool

As your role allows, advocate for trauma-informed policies at the agency, county, state and federal government levels (you will learn what those opportunities might be from attending network meetings and reading TICN communications)

Advocate for trauma-informed policies, practices and procedures within your own personal and professional spaces

Become a TICN trainer and facilitate Basic Trauma Awareness training, *Resilience* discussions and more!

## Acronym Guide

CASA- Court Appointed Special Advocates

CSB- Community Services Board

CSP- Coordinated Services Planning (211)

CSA- Children's Services Act

CHIP- Community Health Improvement Plan

DFS- Department of Family Services

DVAC- Domestic Violence Action Center

FCCPTA- Fairfax County Council of PTAs

FCPS- Fairfax County Public Schools

HCD- Housing and Community Development

HD- Health Department

HMF- Healthy Minds Fairfax

JDRDC- Juvenile & Domestic Relations District Court

LSNV- Legal Services of Northern Virginia

NCS- Department of Neighborhood & Community Services

NVFS- Northern Virginia Family Service

OFWDSVS- Office for Women and Domestic & Sexual Violence Services

OPEH- Office to Prevent and End Homelessness

ON- Opportunity Neighborhood

PFHF- Partnership for a Healthier Fairfax

PIPF- Partners in Prevention Fund

SAMHSA- Substance Abuse & Mental Health Services Administration

SCAN- Stop Child Abuse Now

SCYPT- Successful Children & Youth Policy Team

STBH- Short Term Behavioral Health Service for youth

TICN- Trauma Informed Community Network

UCM- United Community Ministries

## Key Contacts

NCS Prevention Unit

[@ffxyouththrive](https://www.fairfaxcounty.gov/neighborhood-community-services/prevention-ncs-prevention@fairfaxcounty.gov)

Chrissy Cunningham, Prevention Coordination Specialist

TICN Coordinator

703-324-5509, [christina.cunningham@fairfaxcounty.gov](mailto:christina.cunningham@fairfaxcounty.gov)

Fairfax County Public Schools

<https://www.fcps.edu/>

<https://www.fcps.edu/student-wellness-tips>

FCPS Trauma Training Coordinators:

Maria Genova, Senior Psychologist: [magenova@fcps.edu](mailto:magenova@fcps.edu)

Laura Thieman, School Social Worker: [laura.thieman@fcps.edu](mailto:laura.thieman@fcps.edu)

Voices for Virginia's Children

<https://vakids.org/>

Mary-Beth Testa

Northern Virginia Consultant

[marybeth@mbstsolutions.com](mailto:marybeth@mbstsolutions.com)

Emily Griffey

Policy Director

[Emily@vakids.org](mailto:Emily@vakids.org)

# Membership Roster

## County Agencies

### Department of Neighborhood & Community Services

TICN Coordinator- Chrissy Cunningham  
Prevention Manager- Jesse Ellis  
Opportunity Neighborhoods- Kristen Brennan  
Interfaith Coordinator- Ramona Carroll  
Coordinated Services Planning- Kim Hamlett  
Community Development- Norma Lopez & Paul Woods

### Juvenile & Domestic Relations District Court

Deputy Director- Ivy Tillman  
Special Projects Coordinator- Karla Hardy  
Residential Services- Denise Studeny  
Trauma Champion Leader- Stephanie Ryan

### Health Department

School Health Pediatrician- Carmen Gill-Baily  
Director for Patient Care Services- Joanna Hemmat  
Nursing Research Education Coordinator- Jennifer Ferraro

### Department of Family Services

CYF Management Representatives- Keith Wong & Astrid Cullens  
Housing Advocate- Bobbi Mason  
Employment Services- Linda Siam  
Social Services Specialist- Leah Frazier  
Intern- Beth Hall

### Office for Women & Domestic and Sexual Violence Services

Program Manager- Gretchen Soto  
Commission for Women- Michelle Mueller  
Child Witness to DV Coordinator- Brittany Vera  
Outreach and Education Coordinator- Colleen Armstrong  
DVAC Supervisor- Kevin Ochs  
DVAC Advocate- Jesenia Alonso

### Office for Children

Infant/Toddler Connection Social Worker- Naomi Grinney  
Infant/Toddler Connection Speech & Language Pathology Clinical Coordinator- Jessica Schwab

### Department of Housing & Community Development

Progress Center Program Manager- Samantha Gallo  
Family Self-Sufficiency Coordinator- Stefanie Bass

**Fairfax-Falls Church Community Services Board**

Prevention- Marla Zometsky

Adult Services- Georgia Bachman

Primary and Behavioral Health Care Integration- Shana Grady

Youth & Family Services- LaVurne Williams & Jim Gillespie

**Healthy Minds Fairfax**

Director- Jim Gillespie

Program Manager- Peter Steinberg

Management Analysts- Desi Gordon & Tracy Davis

CSA Manager- Janet Bessmer

Contracts Manager- Barbara Martinez

**Fairfax County Public Schools**

Director of Psychology- Dede Bailer

Director of Social Work- Mary Jo Davis

School Psychology Supervisor- Maria Genova

Social Work Supervisor- Laura Tieman

Pre-K Early Childhood Specialist, Trauma Informed Services- Melanie Dunn-Chadwick

Pre-K Mental Health Specialists- Luisa Palloni & Alicia Pitarque

Virginia Tiered System of Supports/Project AWARE- Jeanne Veraska

Art Teacher/Wolftrap Elementary Equity Lead- Bethany Mallino

**Fairfax County Organizational Development & Training**

Anne Suh

**Fairfax County Human Rights Commission**

Human Rights Commissioner- Vanessa Griffin Paul

**Fairfax County Police Department**

Victims Services- Saly Fayez

**Fairfax County Public Library**

Youth & Teen Services Coordinator- Hallie Jackson

**City of Falls Church**

Nancy Vincent (CPMT rep)



## **Nonprofit Organizations**

### **Cornerstones**

Opportunity Neighborhood Strategy Manager- Toni Francis-Bowie  
E.W. Marshall-Washington

### **FACETS**

Edwina Hall-Jackson  
Bahira Parker

### **Fairfax Court Appointed Special Advocates (CASA)**

Executive Director- Darcy Cunningham

### **Fairfax County Council Parent Teacher Association (FCCPTA)**

Liaison- Jenna White

### **Family Pass Fairfax**

Jessica Sweeny  
Sou Han

### **Formed Families Forward**

Executive Director- Kelly Henderson  
Sarah Smalls

### **Give an Hour**

Healthy Minds Fairfax Project Manager- Gladys McLean  
Director of New Populations- Marissa Tisch

### **INOVA**

FACT Department Physician- Katherine Deye  
FACT Department Child Life Specialist- Amy Manger

### **International Community Foundation**

Aracelis Gray

### **Legal Services of Northern Virginia**

Attorney- Nora Mahoney  
Attorney- Nancy Tubbs

### **New Hope Housing**

Wendy Hunt

### **Northern Virginia Family Service**

Meredith McKeen

**SafeSpot Children's Advocacy Center**

Executive Director- Michele Thames

**SCAN of Northern Virginia**

Public Education Manager- Allyson Halverson

Public Education Outreach Coordinator- Moneka Lyons

\*SCAN provides coordination and backbone support to TICN's in two neighboring jurisdictions (Loudoun and Prince William)

**Second Story**

Nandred Navarro

**Serving Together/Every Mind**

Christy Kenady

**Shelter House**

Dani Colon

Mindi Merriam

**St. Margaret of Cortona Transitional Housing, Catholic Diocese of Arlington**

Lindsay Bullock

**Tahirih Justice Center**

Attorney- Anusce Sanai

Attorney- Niku Neshati

**The Women's Center**

Eileen Farias

Joanna Navaro

**United Community Ministries**

Opportunity Neighborhood & Community Schools- Stephanie Hopkins

**UMFS**

Leslie Perez

**Virginia Family Preservation Services**

Trisha Aberton

**Voices for Virginia's Children**

Northern VA Consultant- Mary Beth Testa

Policy Director- Emily Griffey

## **Behavioral Health**

### **Trauma & Hope LLC**

Co-owner & Clinician- Deepa Patel

### **PACE Mental Health**

Clinical Director- Daniel LaCroix

### **Autumnleaf Group, LLC**

Owner & Clinician- Janine Harrigan

### **The Gil Institute for Trauma & Recovery**

Co-owner & Clinician- Myriam Golden

### **Dominion Hospital**

Melissa Preston Garcia

Dominique Agypt

## **Post-Secondary Education**

### **George Mason University**

School of Social Work- Molly Davis, Emily Ihara & Valerie Cuffe

Social Work Child Welfare Stipend Coordinator- Kathy Cornej

Department of Human Development & Family Science- Bethany Letiecq

Assistant Director of Student Support and Interpersonal Violence- Courtney Diener

### **Virginia Tech**

VA Tech Center for Family Services in Falls Church- Ellie Cunanan-Petty

Together Program- Mariana Falconier

### **Northern Virginia Community College**

Early Childhood Education- Bernice Mayfield

## **Other Members**

### **US Military**

Kati Groseclose (USMC)

Janet Dillingham (Army)

### **National Transportation Safety Board**

Katy Chisom

**Private Catholic Schools**

Counselor- Eve Montavon

**Community Members**

Joanie Hunn (Retired FCHD nurse)

Michelle Booth (clinician in private practice)

Ashleigh Diserio (consultant)

Melissa Bermudez

Elizabeth Cassidy

Bernadette Betta